

2023 Comprehensive Guide to Educator Preparation Fall Data Submission and Annual Performance Report

Revised January 2024



Introduction

The Department of Elementary and Secondary Education (DESE) collects data from Institutions of Higher Education (IHE) that offer courses related to educator preparation for multiple purposes—all of which are related to ensuring an adequate pool of well-prepared teachers for Missouri schools. The primary data collection takes place in the fall of each year, and all Missouri IHEs—both 2-year and 4-year--offering educator preparation coursework must participate. These data are used to track changes in the educator pipeline, identify trends in preparation, and to support State Board of Education decisions regarding continuing accreditation for Educator Preparation Programs (EPPs).

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Revision History

| Date of Change | Section/Heading | Page Number |
|----------------|---|-------------|
| 3/6/2023 | Timeline | 5 |
| 3/24/2023 | Allowable Uses | 5 |
| January 2024 | Regulatory Authority (added); Glossary: Continuing Accreditation; Overview of APR Process; Appendix C (added); Appendix D; Appendix E; Appendix F | 6 |

Regulatory Authority for the Annual Performance Report for Educator Preparation

5 CSR 20-400.440 Procedures and Standards for Approval and Accreditation of Professional Education Programs in Missouri

PURPOSE: The State Board of Education is authorized to grant certificates of license to be a professional educator in any of the public schools of the state and establish requirements and qualifications for those certificates. This rule provides procedures and standards for approval and accreditation of educator preparation programs in Missouri.

[See [Rule](#) (pp. 24-25) for sections (1-3) addressing Missouri Standards for the Preparation of Educators and the process for an EPP to pursue initial approval from the State Board of Education]

(4) Accreditation.

(A) Upon receiving initial approval, an educator preparation program must begin the process of seeking accreditation through the collection and submission of data in the form of annual reports consistent with the rules and regulations promulgated by the board.

(B) Based upon this reporting, the commissioner shall recommend to the board that an approved educator preparation program be accredited, provisionally accredited, or unaccredited. The commissioner's recommendation shall not include the removal of accreditation of programs for which the program was not afforded an opportunity for a hearing according to the provisions of Chapter 536, RSMo.

(C) The commissioner shall review the Annual Performance Report and may request additional information before recommendations are made to the board.

(D) The commissioner may authorize an interim review of an educator preparation program in accordance with the rules and regulations promulgated by the board. As a result of the review, and upon the recommendation of the commissioner, the board may revoke the approval and accreditation thereby removing an educator preparation program's authorization to recommend candidates for certification.

(E) Should the board disapprove any educator preparation program and/or one (1) or more of their individual areas of certification, the commissioner shall notify the program of the decision and inform the educator preparation program with reasons for the decision.

(F) Requisite conditions, guidelines, procedures, and standards, as set forth in the rules and regulations promulgated by the board, shall be followed by any educator preparation program seeking board approval.

AUTHORITY: section 161.092, RSMo Supp. 2013, and section 161.097, RSMo 2000.* Original rule filed April 22, 2014, effective Dec. 30, 2014.

Glossary

The following terms are related to the educator preparation fall data submission and Annual Program Review.

Certification Area: One of the fields in which individuals may be licensed by DESE to work in Missouri schools. The list of certification areas is published in Appendix A.

Certification Candidate: An individual who has completed all requirements to be eligible for certification in a particular area. The certification candidate must be eligible to be recommended by the educator preparation program for certification.

Certification Type: One of a few large groupings into which Certification Areas may be grouped. For purposes of the APR, these types are Teacher, School Counselor, and School Leader.

Certificated Candidate: A Certification Candidate who has received Missouri certification.

Educator Preparation Program: An entity granted the authority, by the State Board of Education, to prepare and recommend candidates for certification as a teacher, school leader, or provider of student services (e.g., school counselor).

Enrolled Student: An individual who has formally joined a program intended to lead to some sort of educator certification in Missouri. In many cases, a student becomes an enrolled student upon declaring a particular major. However, at some institutions, participation in a certification program may be associated with a minor, an endorsement, a certificate, acceptance into a graduate program or some other indicator. Typically, the Office of the Registrar has some code-based method for tracking these students.

Examples of enrolled students include, but are not limited to

1. A student who has declared herself to be an Elementary Education major
2. A student who is a Chemistry major but has also completed paperwork to add an endorsement in teaching
3. A student who has been accepted into a graduate program that will lead to certification in Middle School Math
4. A student participating in a Registered Teacher Apprenticeship
5. A student taking courses in education at a 2-year institution

It is DESE's intent to capture enrollees at an early point in their programs, so EPPs should not wait until students have been formally accepted into a program to count them as enrollees. Institutions may decide the date of this census as long as it is after the start of the Fall Semester and prior to the submission deadline.

Missouri Performance Assessment: State-required performance assessment used to evaluate educator candidates during a culminating clinical experience. Completed by both an EPP representative and the site-based supervisor.

Program Completer: A person who met all the requirements of a state-approved educator preparation program. Documentation may take the form of a degree, institutional certificate, program credential, transcript, or other written proof of having met the program's requirements. In applying this definition, the fact that an individual has or has not been recommended to the state for initial certification or licensure may not be used as criterion for determining who is a program completer. Completers include any student who completed a program of study to become a teacher, librarian, student services provider (e.g. school counselor), and school leader (e.g. principal).

(Note: Individuals who have finished a 2-year program will not be labeled a "Program Completer". Instead, they should be identified as "Mid-Stage Enrolled.")

Reported GPA: Grade Point Average (GPA) data collected on program completers. Depending upon the program, one or more of the three types of GPA will be calculated for each completer. A full list of the GPA reporting requirements for specific programs is included in Appendix B.

- **Content GPA.** Calculated using grades from courses that have been approved to meet the content requirements in certain areas. Completers of Middle School, Secondary, and most K-12 programs should have a Content GPA.
- **Pedagogical GPA.** Calculated using courses that have been approved to meet the professional education requirements, including field and clinical experiences. Completers of Middle School, Secondary, and most K-12 programs should have a Pedagogical GPA.
- **Program GPA.** Calculated using grades from all courses in a given program. Elementary Education and Superintendent are examples of areas for which Program GPA should be reported.

2023-24 Timeline

The updated APR Timeline can be found within the Ed Prep [Master Calendar](#).

Use of Data

This document describes processes for collecting and using multiple types of data. It is important that institutions be aware of the ways in which the data they submit will be used by DESE.

- Enrolled Student Data – Data associated with Enrolled Students will only be used to better understand the overall educator pipeline. It will not be used to evaluate Educator Preparation Programs. Given that these individuals will not need to be connected to data in other tables, Personal Identifiable Information (PII), such as birthdates and Social Security Numbers do not need to be submitted for them.
- Program Completer Data - Most of the data submitted are used to calculate the Annual Program Report for Educator Preparation Programs (APR-EPP). These reports form the basis for DESE's recommendations to the State Board of Education regarding continuing accreditation of EPPs. While PII must be reported for these individuals, clear protocols exist regarding public sharing of data to ensure that individuals cannot be publicly identified.

Continuing Accreditation

The State Board of Education annually reviews the accreditation status of the certification programs offered by Educator Preparation Programs ([5 CSR 20-400.440](#)). The data submitted during the fall collection process provides the primary basis for the Board's decisions.

The Annual Performance Report for Educator Preparation Programs (APR-EPP) process collects and documents data aligned with the approved standards for Teachers, School Counselors, and School Leaders. Based upon calculations described in Appendices C through F, DESE makes a recommendation to the State Board of Education regarding each EPP. Based upon its review of the data, the Board makes one of the following determinations.

Accredited: The Board acknowledges that the program an EPP is adequately preparing educators and may continue to recommend candidates for certification. DESE will recommend that EPPs earning 70 percent or more of the points possible on the APR-EPP receive this designation.

Provisionally Accredited: The Board indicates concern regarding an EPP's ability to provide adequate educator preparation. If an EPP earns fewer than 70 percent of the points possible on the APR-EPP in two consecutive years, DESE will recommend that it be designated as "Provisionally Accredited" by the Board. If designated as such, the program will be provided with a timeline for addressing areas of concern. While provisionally accredited, an EPP will retain the ability to continue to recommend candidates in that certification area.

Unaccredited: The Board determines that an EPP previously designated as "Provisionally Accredited" has not made sufficient progress and removes the EPP's authority (i.e. "approval") to recommend candidates for certification in this area.

Non-Compliance

DESE recommendations regarding accreditation and subsequent determinations made by the State Board of Education are based upon data submitted annually by EPPs. An EPP's failure to submit required data prevents DESE and the Board from meeting their legislatively required oversight responsibilities. Any EPP failing to submit required data by the published deadline will be considered out of compliance with state regulations. Consequences for non-compliance may include, but are not limited to, publication of an institutional APR-EPP that is incomplete, increased scrutiny of non-APR data and documents, and recommendation to the State Board of Education that the EPP be assigned a designation of "Provisionally Accredited" for the next year.

Annual Program Report for Educator Preparation Programs

Overview of APR Process

Each fall, EPPs submit data associated with all current (as of a single date in the fall semester) Enrolled Students and all of the previous year's (9/1-8/31) Program Completers. Based upon data provided by EPPs and third-party vendors, DESE identifies the Program Completers who qualify as Certification Candidates. The Annual Program Report for Educator Preparation Programs (APR-EPP) is generated entirely from data associated with Certification Candidates.

The APR-EPP is aligned with [standards](#) (under "Guidance") approved by the Missouri State Board of Education for teacher, school counselors, building administrators, and other educators. For each of an EPP's [certification programs Certification Types \(Teacher, School Counselor, and School Leader\)](#), DESE calculates a score using the processes described in Appendices D through F. The scores earned for each [standard Certification Type](#) are then weighted and totaled to calculate an [EPP score](#) (see Appendix C). The overall [EPP score](#) is the basis for accreditation recommendation to the State Board of Education.

Guidelines for Determining Individuals and Data to be used in the APR

Included Years of Data

Data used for APR calculations are associated with Certification Candidates submitted over the past five years.

Determination of Certification Candidates

Business logic for calculating Certification Candidates to determine if a program completer is a certification candidate includes information from GPA (Program & Content), Missouri Content Assessment, and the performance assessments.

Cell Size Considerations for Individual Performance Indicators

In order to generate publicly available data on a particular metric, a Certification Area, [a Certification Type, or an EPP](#) must have a total of at least 10 certification candidates aggregated over the past five years.

[Certification Area and Certification Type](#) data will be released securely to EPPs for planning purposes, regardless of cell size.

Survey Participation Rate

Participation rates are calculated for standards derived from first-year educator survey data. In order for survey data to be used in the calculation of a standard score, a participation rate of 40 percent or greater is necessary.

The participation rate for the First-Year Educators' Overall Preparation standard is calculated as x/y , where:

x = number of certificated candidates that received and completed the survey; and

y = number of certificated candidates that received a survey.

Appeals Process for 2023 EPP-APR Release

An appeal is the formal procedure for requesting that DESE review submitted data or calculated scores. Appeals must be submitted using the [DESE appeals form](#) during the designated appeal period, as indicated on the calendar Page 8. EPPs have the right to appeal any numeric data included in the APR-EPP. DESE will formally address any appropriately-filed appeals.

Once an EPP's APR is final, data included in that report may not be appealed. Corrections made to prior data will not affect an APR that has already reached the final status. These changes will be made in subsequent years that are affected by the appeal.

Fall Data Submission

Submission Template

Each fall, all institutions offering coursework in educator preparation in Missouri must submit certain data to DESE using the “Fall Data Collection Template.” A link to this Excel document may be found on DESE’s [Annual Performance Report Page](#).

Important rules for using the template include:

- Do not alter the headings in any way. Doing so will prevent data from being uploaded.
- The file must be saved in .CSV format before MOSIS will accept it.
- The guidelines below must be followed. Incorrect or missing data will generate an error message in MOSIS.

Below are descriptions of each field in the template, including guidelines for the types of data that must be submitted for different types of individuals. Items A through S align with the corresponding columns on the template.

- Collection Version (required for all submitted individuals) – Required submission for 2023: **2023ALL1.0EDPrep**.
- Current School Year (required for all submitted individuals) - The year in which the report is being submitted. Requires four digits (e.g. 2023).
- Completer/Enrolled (required for all submitted individuals) - Indication of the status of the individual reported. Use codes to indicate individual's status:
 - "E"= Early-Stage Enrolled. An individual who was an Enrolled Student (see Glossary), but had not been formally admitted to a program as of a selected day in the fall of 2023. EPPS may decide the date of this census as long as it is after the start of the Fall Semester and prior to the submission deadline.
 - "M"= Mid-Stage Enrolled. There are two definitions for this term: 1) an individual who was an Enrolled Student (see Glossary) AND had been formally admitted to a program as of a selected day in the fall of 2023 or 2) an individual who has finished a program designated in Column N as AT in the previous academic year (only used by 2-year institutions).
 - "C"=An individual designated as being in a TD or NT program in Column N and who completed the certification program between September 1, 2022 and August 31, 2023. Individuals with AT in Column N cannot be assigned a C here.
- Reporting Ed Prep Program (required for all submitted individuals) - DESE-assigned six digit code unique to each institution (found [here](#)).
- Last Name (required for all submitted individuals) - Legal last name of individual
- First Name (required for all submitted individuals) - Legal first name of individual
- Middle Name (optional) - Legal middle name of individual
- Suffix (optional) - Legal suffix of individual
- Date of Birth (required for Program Completers and AT individuals with an M in Column C) –
 - Must be reported in this format: **MM/DD/YYYY**.
 - Individual must be over the age of 16 and under the age of 100 as of September 1 of the current school year reporting.
 - Cannot be reported for any individuals other than Program Completers and AT individuals with an M in Column C. Leave blank (instead of NA) if not reporting.
- Social Security Number (required for Program Completers and AT individuals with an M in Column C)
 - Must be reported in this format: **XXXXXXXXXX**.
 - If individual has no SSN, report the Student ID (no letters only numbers) and put “Student ID No SSN” in the Comments box (column T).
 - Use of the number 999999999 is not allowed.
 - Cannot be reported for any individuals other than Program Completers and AT individuals with an M in Column C. Leave blank (instead of NA) if not reporting.
- Gender (required for all submitted individuals) - Individual’s self-reported gender
 - M: Male
 - F: Female
 - O: Non-Binary/Other
 - N: No Gender Reported
- Race/Ethnicity (required for all submitted individuals) - Individual’s race/ethnicity
 - A: Asian
 - B: Black or African American
 - H: Hispanic/Latino of any race
 - I: American Indian or Alaska Native
 - W: White

- f. P: Native Hawaiian or Other Pacific Islander
 - g. M: Multi-Racial
 - h. O: Other/Unknown
- M. Subject Area (required for all Program Completers; submission is encouraged for other individuals, if available) —Area in which individual is seeking certification. Use codes found in Appendix A.
- N. Content GPA (required for 4-year Program Completers according to guidelines in Appendix B) - The aggregate GPA of all content courses approved by DESE to meet certification requirements for programs in which content and pedagogy are reported separately.
- a. See Appendix B for a list of programs which must report Content GPA.
 - b. GPA should be reported on a 4.00 scale (2 decimal points).
 - c. If Completer/Enrolled code (Column C) is E or M, GPA cannot be reported. Leave blank (instead of NA) if not reporting.
- O. Pedagogical GPA (required for 4-year Program Completers according to guidelines in Appendix B) - The aggregate GPA of all pedagogy courses approved by DESE to meet certification requirements for programs in which content and pedagogy are reported separately.
- a. See Appendix B for a list of programs which must report Pedagogical GPA.
 - b. All Non-Traditional (Alternative) programs should only submit Pedagogical GPA.
 - c. GPA should be reported on a 4.00 scale (2 decimal points).
 - d. If Completer/Enrolled code (Column C) is E or M, GPA cannot be reported. Leave blank (instead of NA) if not reporting.
- P. Program GPA (required for Program Completers in TD and NT programs, according to guidelines in Appendix B) - The aggregate GPA of all courses approved by DESE to meet certification requirements for programs in which content and pedagogy are not reported separately.
- a. See Appendix B for a list of programs which must report Program GPA.
 - b. GPA should be reported on a 4.00 scale (2 decimal points).
 - c. If Completer/Enrolled code (Column C) is E or M, GPA cannot be reported. Leave blank (instead of NA) if not reporting.
- Q. Ed Prep Program Type (required for all submitted individuals) - Type of program in which individual is enrolled or has completed
- a. TD: Traditional. Program that is intended for individuals to meet all certification requirements prior to being employed as an educator in the area of certification.
 - b. NT: Non-Traditional (aka Alternative). A program that has been approved by DESE as an Alternative Program. Programs qualifying for this designation are always post-baccalaureate programs, but all post-baccalaureate programs may not be Non-Traditional.
 - c. AT: Associate of Arts in Teaching. Teacher preparation program at a 2-year institution. All 2-year institutions should use this designation, even if the student was not enrolled in or did not complete a formal AAT.
- R. Completion Year (required for all Program Completers) - Academic Year in which individual completed the program. The Academic Year (AY) is designated by the year in which the spring semester occurred. 2023, then, would be the Completion Year for anyone who completed a program in fall 2022, spring 2023, or summer 2023.
- S. Comments (optional for all) - This is anything that needs to be stated about the completer (ex. SSN is Student ID and not true SSN).
- Cooperating Teacher Standard (Columns T-AB; required for all teacher and school counselor Program Completers) - Summative scores assigned to individuals by site-based supervisors using the appropriate performance assessment.
 - a. Nine (9) scores required for teachers and 5 for school counselors. Use “NA” in Columns Y-AB for Counselor Completers.
 - b. If individual is not a Program Completer from a teacher or counselor program, then “NA” should be placed here.
 - c. For those not reported as “NA”, scores should range from 0.0 to 4.0 (single decimal point).
 - University Supervisor Standards (Columns AC-AK; required for all teacher and school counselor Program Completers) - Summative scores assigned to individuals by university supervisors using the appropriate performance assessment.
 - a. Nine (9) scores required for teachers and 5 for school counselors. Use “NA” in Columns Y-AB for Counselor Completers.
 - b. If individual is not a Program Completer from a teacher or counselor program, then “NA” should be placed here.
 - c. For those not reported as “NA”, scores should range from 0.0 to 4.0 (single decimal point).
 - MPEA Performance Score (Column AL; required for all School Leader, K-12 Program Completers) - Score assigned to an individual pursuing School Leader, K-12 certification using the MPEA Performance Assessment
 - a. If the individual is not a Program Completer from a School Leader, K-12 program, then “NA” should be placed here.
 - b. Reported scores must be between 0 and 16 with no decimal points.

Submission Process

Data are submitted through the Missouri Student Information System (MOSIS). Each Institution of Higher Education (IHE) has a designated user manager who controls access to MOSIS for that institution. Additional information about MOSIS is available on [this page](#).

The EPP representative responsible for submitting the completed template should follow these steps:

1. Log in to the [DESE Applications Sign-in \(DAS\) site](#).
2. Select “MOSIS Data Collection System”. This link is only visible to individuals authorized to use MOSIS.
3. Choose the appropriate institution from the drop-down menu.
4. Find 2023 Educator Prep and select “Run a Trial”.
5. Upload the template file. In order to be accepted, template must be saved in CSV format.
6. Select “Import”.

Once the file has been imported a screen with information about the trial will appear. Most importantly, the screen will announce if the trial produced either of the following results.

- Warning – An indication that the system found something odd. For example, if an individual is being reported as a superintendent, but was previously reported as completing a teacher preparation program, the system will create a warning as a recommendation that the data be reviewed to prevent an incorrect duplication. Final certification of the trial can occur even if warnings exist.
- Error – An indication that data have been incorrectly submitted. For example, all teacher completers must have MEES data. If one of the 18 cells reserved for MEES Standard Scores is left blank, the system will show an error. Final certification cannot occur if any errors exist.

On the trial result page, the terms “Warnings” and “Errors” are hyperlinks. Selecting each will assist the user in determining the cause of each warning or error. Once the reasons for all warnings and errors have been determined, those issues can be fixed, as necessary, on the original template. The revised template can then be uploaded and a new trial run.

When the trial result page indicates that there are no errors, select the “Certify” button. Once the trial has been certified, the data submission process is complete.

Appendices

Appendix A: Certification Programs and Codes

| TEACHER | |
|-----------------------------------|---------|
| AGRICULTURAL EDUCATION 5-9 | 6777 |
| AGRICULTURAL EDUCATION 9-12 | 6779 |
| ART K-12 | 415 |
| BIOLOGY 9-12 | 24279 |
| BLIND AND LOW VISION B-12 | 7512 |
| BUSINESS EDUCATION 5-9 | 4377 |
| BUSINESS EDUCATION 9-12 | 34379 |
| CHEMISTRY 9-12 | 24679 |
| CHINESE K-12 | 1025 |
| DANCE K-12 | 25 |
| DEAF AND HARD OF HEARING B-12 | 7212 |
| DRIVER EDUCATION 9-12 | 17179 |
| EARLY CHILD SPECIAL EDUCATION B-3 | 911 |
| EARLY CHILDHOOD EDUCATION B-3 | 2511 |
| EARTH SCIENCE 9-12 | 23879 |
| ELEMENTARY EDUCATION 1-6 | 4776 |
| ENGLISH 9-12 | 4879 |
| ENGLISH LANGUAGE LEARNERS K-12 | 9968085 |
| FAMILY AND CONSUMER SCIENCES K-12 | 2525 |
| FRENCH K-12 | 495 |
| GENERAL SCIENCE 5-9 | 5077 |
| GENERAL SCIENCE 9-12 | 25079 |
| GERMAN K-12 | 515 |
| GIFTED EDUCATION K-12 | 235 |
| HEALTH K-12 | 535 |
| HEBREW K-12 | 295 |
| ITALIAN K-12 | 305 |
| JAPANESE K-12 | 245 |
| JOURNALISM 9-12 | 5679 |
| LANGUAGE ARTS 5-9 | 1977 |
| LATIN K-12 | 575 |
| LIBRARY MEDIA SPECIALIST K-12 | 2055 |
| MARKETING 9-12 | 479 |
| MATH SPECIALIST 1-6 | 9968027 |
| | 6 |

| MATHEMATICS 5-9 | 5877 |
|--|---------|
| MATHEMATICS 9-12 | 5879 |
| MILD/MOD CROSS CATEGORICAL K-12 | 1015 |
| MUSIC - INSTRUMENTAL K-12 | 1555 |
| MUSIC - VOCAL K-12 | 1695 |
| PHYSICAL EDUCATION K-12 | 605 |
| PHYSICS 9-12 | 25979 |
| ROTC 9-12 | 3779 |
| RUSSIAN K-12 | 625 |
| SOCIAL SCIENCE 5-9 | 16677 |
| SEVERE DEVELOPMENTAL DISABILITIES K-12 | 85 |
| SOCIAL SCIENCE 9-12 | 16679 |
| SPANISH K-12 | 635 |
| SPECIAL READING K-12 | 815 |
| SPEECH AND THEATRE 5-9 | 6577 |
| SPEECH AND THEATRE 9-12 | 6579 |
| TECHNOLOGY AND ENGINEERING 5-9 | 25477 |
| TECHNOLOGY AND ENGINEERING 9-12 | 25479 |
| ADMINISTRATION | |
| CAREER EDUCATION DIRECTOR 7-12 | 8000819 |
| PRINCIPAL K-8 | 183 |
| PRINCIPAL 5-9 | 1877 |
| PRINCIPAL 7-12 | 189 |
| SCHOOL LEADER K-12 | 9968115 |
| SPECIAL EDUCATION ADMINISTRATION K-12 | 115 |
| SUPERINTENDENT K-12 | 205 |
| STUDENT SERVICES | |
| SCHOOL COUNSELOR 7-12 | 799 |
| SCHOOL COUNSELOR K-8 | 793 |
| SCHOOL COUNSELOR K-12 | 795 |
| SCHOOL PSYCH EXAMINER K-12 | 785 |
| SCHOOL PSYCHOLOGIST K-12 | 105 |
| SPEECH/LANGUAGE PATHOLOGIST B-12 | 16412 |

Appendix B: GPA Reporting Requirements by Certification Program

| Traditional programs in these areas should report Content GPA AND Pedagogical GPA |
|--|
| K-12 FAMILY AND CONSUMER SCIENCES |
| K-12 ART |
| K-12 DANCE |
| K-12 FRENCH |
| K-12 CHINESE |
| K-12 GERMAN |
| K-12 HEALTH |
| K-12 HEBREW |
| K-12 ITALIAN |
| K-12 JAPANESE |
| K-12 LATIN |
| K-12 LIBRARY MEDIA SPECIALIST |
| K-12 MUSIC - INSTRUMENTAL |
| K-12 MUSIC - VOCAL |
| K-12 PHYSICAL EDUCATION |
| K-12 RUSSIAN |
| K-12 SPANISH |
| 5-9 AGRICULTURAL EDUCATION |
| 5-9 BUSINESS EDUCATION |
| 5-9 GENERAL SCIENCE |
| 5-9 LANGUAGE ARTS |
| 5-9 MATHEMATICS |
| 5-9 SOCIAL SCIENCE |
| 5-9 SPEECH AND THEATRE |
| 5-9 TECHNOLOGY AND ENGINEERING |
| 9-12 AGRICULTURAL EDUCATION |
| 9-12 BIOLOGY |
| 9-12 BUSINESS EDUCATION |
| 9-12 CHEMISTRY |
| 9-12 EARTH SCIENCE |
| 9-12 ENGLISH |
| 9-12 GENERAL SCIENCE |
| 9-12 JOURNALISM |
| 9-12 MARKETING |
| 9-12 MATHEMATICS |
| 9-12 PHYSICS |
| 9-12 SOCIAL SCIENCE |
| 9-12 SPEECH AND THEATRE |
| 9-12 TECHNOLOGY AND ENGINEERING |

| These programs should report Pedagogical GPA only. |
|---|
| ALL Non-Traditional (Alternative) |

| These programs should report Program GPA only. |
|--|
| B-3 EARLY CHILDHOOD EDUCATION |
| B-3 EARLY CHILDHOOD SPECIAL EDUCATION |
| B-12 BLIND/PARTIALLY SIGHTED |
| B-12 DEAF AND HEARING IMPAIRED |
| B-12 SEVERE DEVELOPMENT DISABLE |
| K-12 MILD/MODERATE CROSS-CATEGORICAL SPECIAL EDUCATION |
| K-12 SPECIAL EDUCATION ADMINISTRATION |
| 1-6 ELEMENTARY EDUCATION |
| K-12 SCHOOL COUNSELOR |
| 7-12 SCHOOL COUNSELOR |
| K-12 SCHOOL COUNSELOR |
| K-8 PRINCIPAL |
| 5-9 PRINCIPAL (CANNOT STAND ALONE) |
| 7-12 PRINCIPAL |
| K-12 SCHOOL LEADER |
| K-12 SUPERINTENDENT |
| 9-12 DRIVER EDUCATION |
| K-12 ENGLISH LANGUAGE LEARNERS |
| K-12 GIFTED EDUCATION |
| K-12 SCHOOL PSYCHOLOGICAL EXAMINER |
| K-12 SCHOOL PSYCHOLOGIST |
| K-12 SPECIAL READING |
| 1-6 MATH SPECIALIST |

Appendix C: Calculating an Overall EPP Score

EPP-level scores will be calculated in the following manner.

1. Data generated by and about Certification Candidates will be used to generate up to three Certification Area scores for an EPP, one for Teachers and one each for School Counselors and School leaders, depending upon the programs offered at the EPP. (See Appendices D-F)
2. The overall score is calculated by combining the weighted scores of the Certification Types offered by the EPP (teacher, school leader, school counselor).
3. Certification Type weights are calculated by dividing the number of Certification Candidates in the Certification Type by the EPP's total number of Certification Candidates.

Examples:

- i. For an EPP with 75 teacher candidates and 25 school leader candidates, the Teacher Certification Type score would have a weight of .75.
 - ii. The weight assigned to the Teacher Certification Type at an institution that does not offer school leader or school counselor programs will be 1.0.
4. Weighted scores are calculated by multiplying the Certification Type score by the weight.

Example:

| Institution | Certification Type | Number of Certification Candidates | Score for Certification Type | Weight (Number of Candidates in Type ÷ Total EPP Candidates) | Weighted Points |
|-------------------------|--------------------|------------------------------------|------------------------------|--|-----------------|
| Daniel Boone University | Teacher | 158 | 89.02 | 0.55 | 49.35 |
| Daniel Boone University | Counselor | 66 | 97.5 | 0.23 | 22.58 |
| Daniel Boone University | School Leader | 61 | 90 | 0.21 | 19.26 |
| EPP Total | | 285 | | | 91.19 |

Appendix D: Calculating Certification Type Score, Teachers

Note: The same calculations will be used to calculate scores for Certification Areas, although those will not be used as a basis for an accreditation recommendation.

Teacher Certification Type, Overall Score

| | |
|----------------|---|
| Business Logic | $A+B+C+D+E+F+G+H+I$ where <ul style="list-style-type: none"> A = points for Standard 1 * .20 B = points for Standard 2 * .10 C = points for Standard 3 * .10 D = points for Standard 4 * .10 E = points for Standard 5 * .10 F = points for Standard 6 * .10 G = points for Standard 7 * .10 H = points for Standard 8 * .10 I = points for Standard 9 * .10 |
|----------------|---|

Teacher Program, Standard 1: Content Knowledge

| Description | The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students. | | | | | | | | | | | | | | | | | | |
|----------------------------|---|------|--|---------------|--------|--------|------|---------------|------|---------------|------|---------------|------|---------------|------|---------------|------|---------------|------|
| Business Logic | $((A+B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Content GPA C = points derived from the Missouri Educator Evaluation System (MEES) D = points derived from First-Year Teacher Survey E = points derived from First-Year Teacher's Principal Survey Scores X = total points possible Y = weighted percentage (.20) | | | | | | | | | | | | | | | | | | |
| Indicator 1.1: MoCA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the highest MoCA scores of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table border="1"> <thead> <tr> <th colspan="2">MoCA</th> </tr> <tr> <th>Average Range</th> <th>Points</th> </tr> </thead> <tbody> <tr> <td>256.0+</td> <td>50.0</td> </tr> <tr> <td>250.0 – 255.9</td> <td>47.5</td> </tr> <tr> <td>244.0 – 249.9</td> <td>45.0</td> </tr> <tr> <td>238.0 – 243.9</td> <td>42.5</td> </tr> <tr> <td>232.0 – 237.9</td> <td>40.0</td> </tr> <tr> <td>226.0 – 231.9</td> <td>37.5</td> </tr> <tr> <td>220.0 – 225.9</td> <td>35.0</td> </tr> </tbody> </table> | MoCA | | Average Range | Points | 256.0+ | 50.0 | 250.0 – 255.9 | 47.5 | 244.0 – 249.9 | 45.0 | 238.0 – 243.9 | 42.5 | 232.0 – 237.9 | 40.0 | 226.0 – 231.9 | 37.5 | 220.0 – 225.9 | 35.0 |
| MoCA | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 256.0+ | 50.0 | | | | | | | | | | | | | | | | | | |
| 250.0 – 255.9 | 47.5 | | | | | | | | | | | | | | | | | | |
| 244.0 – 249.9 | 45.0 | | | | | | | | | | | | | | | | | | |
| 238.0 – 243.9 | 42.5 | | | | | | | | | | | | | | | | | | |
| 232.0 – 237.9 | 40.0 | | | | | | | | | | | | | | | | | | |
| 226.0 – 231.9 | 37.5 | | | | | | | | | | | | | | | | | | |
| 220.0 – 225.9 | 35.0 | | | | | | | | | | | | | | | | | | |
| Indicator 1.2: Content GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Content GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Special Notes | This indicator will not be used for programs that do not report Content GPA (see Appendix B). | | | | | | | | | | | | | | | | | | |

| Scoring Guide | <table> <tr> <th colspan="2">Grade Point Average (GPA)</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr> <td>3.50+</td><td>20</td></tr> <tr> <td>3.37 – 3.49</td><td>19</td></tr> <tr> <td>3.25 – 3.36</td><td>18</td></tr> <tr> <td>3.12 – 3.24</td><td>17</td></tr> <tr> <td>3.00 – 3.11</td><td>16</td></tr> <tr> <td>2.87 – 2.99</td><td>15</td></tr> <tr> <td>2.75 – 2.86</td><td>14</td></tr> </table> | Grade Point Average (GPA) | | Average Range | Points | 3.50+ | 20 | 3.37 – 3.49 | 19 | 3.25 – 3.36 | 18 | 3.12 – 3.24 | 17 | 3.00 – 3.11 | 16 | 2.87 – 2.99 | 15 | 2.75 – 2.86 | 14 | | |
|--|--|---------------------------------------|--|---------------|--------|-------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|---|
| Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 20 | | | | | | | | | | | | | | | | | | | | |
| 3.37 – 3.49 | 19 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.36 | 18 | | | | | | | | | | | | | | | | | | | | |
| 3.12 – 3.24 | 17 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.11 | 16 | | | | | | | | | | | | | | | | | | | | |
| 2.87 – 2.99 | 15 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.86 | 14 | | | | | | | | | | | | | | | | | | | | |
| Indicator 1.3: MEES | <p>$(X+Y) \div 2$ where</p> <ul style="list-style-type: none"> X = average of Cooperating Teacher Standard 1 MEES scores of all Certification Candidates Y = average of University Supervisor Standard 1 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table> <tr> <th colspan="2">Performance Assessments</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr> <td>3.50+</td><td>10</td></tr> <tr> <td>3.25 – 3.49</td><td>9</td></tr> <tr> <td>3.00 – 3.24</td><td>8</td></tr> <tr> <td>2.75 – 2.99</td><td>7</td></tr> <tr> <td>2.50 – 2.74</td><td>6</td></tr> <tr> <td>2.25 – 2.49</td><td>5</td></tr> <tr> <td>2.00 – 2.24</td><td>4</td></tr> <tr> <td>1.75 – 1.99</td><td>3</td></tr> </table> | Performance Assessments | | Average Range | Points | 3.50+ | 10 | 3.25 – 3.49 | 9 | 3.00 – 3.24 | 8 | 2.75 – 2.99 | 7 | 2.50 – 2.74 | 6 | 2.25 – 2.49 | 5 | 2.00 – 2.24 | 4 | 1.75 – 1.99 | 3 |
| Performance Assessments | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 7 | | | | | | | | | | | | | | | | | | | | |
| 2.50 – 2.74 | 6 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 5 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 4 | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 3 | | | | | | | | | | | | | | | | | | | | |
| Indicator 1.4: First-Year Teacher Survey | <p>$X \div Y$ where</p> <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 1 score (calculated using all First-Year Teacher's Survey items associated with Standard 1; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table> <tr> <th colspan="2">First-Year Teacher Survey</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr> <td>4.25+</td><td>5.00</td></tr> <tr> <td>4.00 – 4.24</td><td>4.75</td></tr> <tr> <td>3.75 – 3.99</td><td>4.50</td></tr> <tr> <td>3.50 – 3.74</td><td>4.25</td></tr> <tr> <td>3.25 – 3.49</td><td>4.00</td></tr> <tr> <td>3.00 – 3.24</td><td>3.75</td></tr> <tr> <td>2.75 – 2.99</td><td>3.00</td></tr> </table> | First-Year Teacher Survey | | Average Range | Points | 4.25+ | 5.00 | 4.00 – 4.24 | 4.75 | 3.75 – 3.99 | 4.50 | 3.50 – 3.74 | 4.25 | 3.25 – 3.49 | 4.00 | 3.00 – 3.24 | 3.75 | 2.75 – 2.99 | 3.00 | | |
| First-Year Teacher Survey | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | | | |
| Indicator 1.5: First-Year Teacher's Principal Survey | <p>$X \div Y$ where</p> <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 1 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 1; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table> <tr> <th colspan="2">First-Year Teacher's Principal Survey</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr> <td>4.25+</td><td>5.00</td></tr> <tr> <td>4.00 – 4.24</td><td>4.75</td></tr> <tr> <td>3.75 – 3.99</td><td>4.50</td></tr> <tr> <td>3.50 – 3.74</td><td>4.25</td></tr> <tr> <td>3.25 – 3.49</td><td>4.00</td></tr> <tr> <td>3.00 – 3.24</td><td>3.75</td></tr> <tr> <td>2.75 – 2.99</td><td>3.00</td></tr> </table> | First-Year Teacher's Principal Survey | | Average Range | Points | 4.25+ | 5.00 | 4.00 – 4.24 | 4.75 | 3.75 – 3.99 | 4.50 | 3.50 – 3.74 | 4.25 | 3.25 – 3.49 | 4.00 | 3.00 – 3.24 | 3.75 | 2.75 – 2.99 | 3.00 | | |
| First-Year Teacher's Principal Survey | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | | | |

Teacher Program Standard 2: Student Learning and Development

| Description | The teacher understands how students learn, develop and differ in their approaches to learning. The teacher provides learning opportunities that are adapted to diverse learners and support the intellectual, social, and personal development of all students. | | | | | | | | | | | | | | | | | | | | |
|--|--|--|--|---------------|--------|-------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|---|
| Business Logic | $((B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> B = points derived from Pedagogical or Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) D = points derived from First-Year Teacher Survey E = points derived from First-Year Teacher's Principal Survey X = total points possible Y = weighted percentage (.10) | | | | | | | | | | | | | | | | | | | | |
| Indicator 2.1: Pedagogical or Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Pedagogical or Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
| Special Notes | See Appendix B for list of programs that report Pedagogical GPA and Program GPA | | | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table border="1"> <thead> <tr> <th colspan="2">Pedagogical or Program Grade Point Average (GPA)</th> </tr> <tr> <th>Average Range</th><th>Points</th></tr> </thead> <tbody> <tr> <td>3.50+</td><td>10.0</td></tr> <tr> <td>3.37 – 3.49</td><td>9.5</td></tr> <tr> <td>3.25 – 3.36</td><td>9.0</td></tr> <tr> <td>3.12 – 3.24</td><td>8.5</td></tr> <tr> <td>3.00 – 3.11</td><td>8</td></tr> <tr> <td>2.87 – 2.99</td><td>7.5</td></tr> <tr> <td>2.75 – 2.86</td><td>7</td></tr> </tbody> </table> | Pedagogical or Program Grade Point Average (GPA) | | Average Range | Points | 3.50+ | 10.0 | 3.37 – 3.49 | 9.5 | 3.25 – 3.36 | 9.0 | 3.12 – 3.24 | 8.5 | 3.00 – 3.11 | 8 | 2.87 – 2.99 | 7.5 | 2.75 – 2.86 | 7 | | |
| Pedagogical or Program Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10.0 | | | | | | | | | | | | | | | | | | | | |
| 3.37 – 3.49 | 9.5 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.36 | 9.0 | | | | | | | | | | | | | | | | | | | | |
| 3.12 – 3.24 | 8.5 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.11 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.87 – 2.99 | 7.5 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.86 | 7 | | | | | | | | | | | | | | | | | | | | |
| Indicator 2.2: MEES | $(X+Y) \div 2$ where <ul style="list-style-type: none"> X = average of Cooperating Teacher Standard 2 MEES scores of all Certification Candidates Y = average of University Supervisor Standard 2 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table border="1"> <thead> <tr> <th colspan="2">Performance Assessments</th> </tr> <tr> <th>Average Range</th><th>Points</th></tr> </thead> <tbody> <tr> <td>3.50+</td><td>10</td></tr> <tr> <td>3.25 – 3.49</td><td>9</td></tr> <tr> <td>3.00 – 3.24</td><td>8</td></tr> <tr> <td>2.75 – 2.99</td><td>7</td></tr> <tr> <td>2.50 – 2.74</td><td>6</td></tr> <tr> <td>2.25 – 2.49</td><td>5</td></tr> <tr> <td>2.00 – 2.24</td><td>4</td></tr> <tr> <td>1.75 – 1.99</td><td>3</td></tr> </tbody> </table> | Performance Assessments | | Average Range | Points | 3.50+ | 10 | 3.25 – 3.49 | 9 | 3.00 – 3.24 | 8 | 2.75 – 2.99 | 7 | 2.50 – 2.74 | 6 | 2.25 – 2.49 | 5 | 2.00 – 2.24 | 4 | 1.75 – 1.99 | 3 |
| Performance Assessments | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 7 | | | | | | | | | | | | | | | | | | | | |
| 2.50 – 2.74 | 6 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 5 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 4 | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 3 | | | | | | | | | | | | | | | | | | | | |
| Indicator 2.3: First-Year Teacher Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 2 score (calculated using all First-Year Teacher's Survey items associated with Standard 2; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table border="1"> <thead> <tr> <th colspan="2">First-Year Survey</th> </tr> <tr> <th>Average Range</th><th>Points</th></tr> </thead> <tbody> <tr> <td>4.25+</td><td>5.00</td></tr> <tr> <td>4.00 – 4.24</td><td>4.75</td></tr> <tr> <td>3.75 – 3.99</td><td>4.50</td></tr> <tr> <td>3.50 – 3.74</td><td>4.25</td></tr> <tr> <td>3.25 – 3.49</td><td>4.00</td></tr> <tr> <td>3.00 – 3.24</td><td>3.75</td></tr> <tr> <td>2.75 – 2.99</td><td>3.00</td></tr> </tbody> </table> | First-Year Survey | | Average Range | Points | 4.25+ | 5.00 | 4.00 – 4.24 | 4.75 | 3.75 – 3.99 | 4.50 | 3.50 – 3.74 | 4.25 | 3.25 – 3.49 | 4.00 | 3.00 – 3.24 | 3.75 | 2.75 – 2.99 | 3.00 | | |
| First-Year Survey | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | | | |

| Indicator 2.4: First-Year Teacher's Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 2 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 2; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
|--|---|---------------------------------------|--|---------------|--------|-------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|
| Scoring Guide | <table border="1"> <thead> <tr> <th colspan="2">First-Year Teacher's Principal Survey</th> </tr> <tr> <th>Average Range</th><th>Points</th></tr> </thead> <tbody> <tr> <td>4.25+</td><td>5.00</td></tr> <tr> <td>4.00 – 4.24</td><td>4.75</td></tr> <tr> <td>3.75 – 3.99</td><td>4.50</td></tr> <tr> <td>3.50 – 3.74</td><td>4.25</td></tr> <tr> <td>3.25 – 3.49</td><td>4.00</td></tr> <tr> <td>3.00 – 3.24</td><td>3.75</td></tr> <tr> <td>2.75 – 2.99</td><td>3.00</td></tr> </tbody> </table> | First-Year Teacher's Principal Survey | | Average Range | Points | 4.25+ | 5.00 | 4.00 – 4.24 | 4.75 | 3.75 – 3.99 | 4.50 | 3.50 – 3.74 | 4.25 | 3.25 – 3.49 | 4.00 | 3.00 – 3.24 | 3.75 | 2.75 – 2.99 | 3.00 |
| First-Year Teacher's Principal Survey | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | |

Teacher Program Standard 3: Curriculum Implementation

| Description | The teacher recognizes the importance of long-range planning and curriculum development. The teacher develops, implements, and evaluates curriculum based upon student, district and state standards data. | | | | | | | | | | | | | | | | | | | | |
|--|--|--|--|---------------|--------|-------|------|-------------|-----|-------------|-----|-------------|-----|-------------|---|-------------|-----|-------------|---|-------------|---|
| Business Logic | $((B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> B = points derived from Pedagogical or Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) D = points derived from First-Year Teacher Survey E = points derived from First-Year Teacher's Principal Survey Scores X = total points possible Y = weighted percentage (.10) | | | | | | | | | | | | | | | | | | | | |
| Indicator 3.1: Pedagogical or Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Pedagogical or Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
| Special Notes | See Appendix B for list of programs that report Pedagogical GPA and Program GPA | | | | | | | | | | | | | | | | | | | | |
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| Pedagogical or Program Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10.0 | | | | | | | | | | | | | | | | | | | | |
| 3.37 – 3.49 | 9.5 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.36 | 9.0 | | | | | | | | | | | | | | | | | | | | |
| 3.12 – 3.24 | 8.5 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.11 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.87 – 2.99 | 7.5 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.86 | 7 | | | | | | | | | | | | | | | | | | | | |
| Indicator 3.2: MEES | $(X+Y) \div 2$ where <ul style="list-style-type: none"> X = average of Cooperating Teacher Standard 3 MEES scores of all Certification Candidates Y = average of University Supervisor Standard 3 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Performance Assessments | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 7 | | | | | | | | | | | | | | | | | | | | |
| 2.50 – 2.74 | 6 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 5 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 4 | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 3 | | | | | | | | | | | | | | | | | | | | |
| Indicator 3.3: First-Year | $X \div Y$ where | | | | | | | | | | | | | | | | | | | | |

| Teacher Survey | <ul style="list-style-type: none"> • X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Teacher's Survey items associated with Standard 3; see Survey Technical Manual for associated items) • Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| First-Year Survey | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | |
| Indicator 3.4: First-Year Teacher's Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> • X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 3; see Survey Technical Manual for associated items) • Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| First-Year Teacher's Principal Survey | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | |

Teacher Program Standard 4: Critical Thinking

| Description | The teacher uses a variety of instructional strategies and resources to encourage students' critical thinking, problem solving, and performance skills. | | | | | | | | | | | | | | | | | | |
|--|--|--|--|---------------|--------|-------|------|-------------|-----|-------------|-----|-------------|-----|-------------|---|-------------|-----|-------------|---|
| Business Logic | $((B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> • B = points derived from Pedagogical or Program GPA • C = points derived from the Missouri Educator Evaluation System (MEES) • D = points derived from First-Year Teacher Survey • E = points derived from First-Year Teacher's Principal Survey Scores • X = total points possible • Y = weighted percentage (.10) | | | | | | | | | | | | | | | | | | |
| Indicator 4.1: Pedagogical or Program GPA | $X \div Y$ where <ul style="list-style-type: none"> • X = sum of the Pedagogical or Program GPAs of all Certification Candidates • Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Special Notes | See Appendix B for list of programs that report Pedagogical GPA and Program GPA | | | | | | | | | | | | | | | | | | |
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| Pedagogical or Program Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10.0 | | | | | | | | | | | | | | | | | | |
| 3.37 – 3.49 | 9.5 | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.36 | 9.0 | | | | | | | | | | | | | | | | | | |
| 3.12 – 3.24 | 8.5 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.11 | 8 | | | | | | | | | | | | | | | | | | |
| 2.87 – 2.99 | 7.5 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.86 | 7 | | | | | | | | | | | | | | | | | | |
| Indicator 4.2: MEES | $(X+Y) \div 2$ where | | | | | | | | | | | | | | | | | | |

| | <ul style="list-style-type: none"> • X = average of Cooperating Teacher Standard 4 MEES scores of all Certification Candidates • Y = average of University Supervisor Standard 4 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | | | |
|--|---|---------------------------------------|--|---------------|--------|-------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|---|
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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 7 | | | | | | | | | | | | | | | | | | | | |
| 2.50 – 2.74 | 6 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 5 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 4 | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 3 | | | | | | | | | | | | | | | | | | | | |
| Indicator 4.3: First-Year Teacher Survey | $X \div Y$ where <ul style="list-style-type: none"> • X = sum of all Certification Candidate's mean Standard 4 score (calculated using all First-Year Teacher's Survey items associated with Standard 4; see Survey Technical Manual for associated items) • Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| First-Year Survey | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | | | |
| Indicator 4.4: First-Year Teacher's Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> • X = sum of all Certification Candidate's mean Standard 4 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 4; see Survey Technical Manual for associated items) • Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| First-Year Teacher's Principal Survey | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | | | |

Teacher Program Standard 5: Classroom Environment

| | |
|----------------|--|
| Description | The teacher uses an understanding of individual/group motivation and behavior to create a learning environment that encourages active engagement in learning, positive social interaction, and self-motivation. |
| Business Logic | $((B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> • B = points derived from Pedagogical or Program GPA • C = points derived from the Missouri Educator Evaluation System (MEES) • D = points derived from First-Year Teacher Survey • E = points derived from First-Year Teacher's Principal Survey Scores • X = total points possible • Y = weighted percentage (.10) |

| Indicator 5.1: Pedagogical or Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Pedagogical or Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
|--|---|--|--|---------------|--------|-------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|---|
| Special Notes | See Appendix B for list of programs that report Pedagogical GPA and Program GPA | | | | | | | | | | | | | | | | | | | | |
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| Pedagogical or Program Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10.0 | | | | | | | | | | | | | | | | | | | | |
| 3.37 – 3.49 | 9.5 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.36 | 9.0 | | | | | | | | | | | | | | | | | | | | |
| 3.12 – 3.24 | 8.5 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.11 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.87 – 2.99 | 7.5 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.86 | 7 | | | | | | | | | | | | | | | | | | | | |
| Indicator 5.2: MEES | $(X+Y) \div 2$ where <ul style="list-style-type: none"> X = average of Cooperating Teacher Standard 5 MEES scores of all Certification Candidates Y = average of University Supervisor Standard 5 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Performance Assessments | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 7 | | | | | | | | | | | | | | | | | | | | |
| 2.50 – 2.74 | 6 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 5 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 4 | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 3 | | | | | | | | | | | | | | | | | | | | |
| Indicator 5.3: First-Year Teacher Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 5 score (calculated using all First-Year Teacher's Survey items associated with Standard 5; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| First-Year Survey | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | | | |
| Indicator 5.4: First-Year Teacher's Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 5 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 5; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |

| | | |
|---------------|--|---------------|
| Scoring Guide | First-Year Teacher's Principal Survey | |
| | Average Range | Points |
| | 4.25+ | 5.00 |
| | 4.00 – 4.24 | 4.75 |
| | 3.75 – 3.99 | 4.50 |
| | 3.50 – 3.74 | 4.25 |
| | 3.25 – 3.49 | 4.00 |
| | 3.00 – 3.24 | 3.75 |
| | 2.75 – 2.99 | 3.00 |

Teacher Program Standard 6: Effective Communication

| Description | The teacher models effective verbal, nonverbal, and media communication techniques with students, colleagues and families to foster active inquiry, collaboration, and supportive interaction in the classroom. | | | | | | | | | | | | | | | | | | | | | |
|--|---|--|--|--|---------------|--------|-------|------|-------------|-----|-------------|-----|-------------|-----|-------------|---|-------------|-----|-------------|---|-------------|---|
| Business Logic | ((B+C+D=E) ÷X) x 100 x Y where <ul style="list-style-type: none">• B = points derived from Pedagogical or Program GPA• C = points derived from the Missouri Educator Evaluation System (MEES)• D = points derived from First-Year Teacher Survey• E = points derived from First-Year Teacher’s Principal Survey Scores• X = total points possible• Y = weighted percentage (.10) | | | | | | | | | | | | | | | | | | | | | |
| Indicator 6.1: Pedagogical or Program GPA | X÷Y where <ul style="list-style-type: none">• X = sum of the Pedagogical or Program GPAs of all Certification Candidates• Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | | |
| Special Notes | See Appendix B for list of programs that report Pedagogical GPA and Program GPA | | | | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table><tr><th colspan="2">Pedagogical or Program Grade Point Average (GPA)</th></tr><tr><th>Average Range</th><th>Points</th></tr><tr><td>3.50+</td><td>10.0</td></tr><tr><td>3.37 – 3.49</td><td>9.5</td></tr><tr><td>3.25 – 3.36</td><td>9.0</td></tr><tr><td>3.12 – 3.24</td><td>8.5</td></tr><tr><td>3.00 – 3.11</td><td>8</td></tr><tr><td>2.87 – 2.99</td><td>7.5</td></tr><tr><td>2.75 – 2.86</td><td>7</td></tr></table> | | Pedagogical or Program Grade Point Average (GPA) | | Average Range | Points | 3.50+ | 10.0 | 3.37 – 3.49 | 9.5 | 3.25 – 3.36 | 9.0 | 3.12 – 3.24 | 8.5 | 3.00 – 3.11 | 8 | 2.87 – 2.99 | 7.5 | 2.75 – 2.86 | 7 | | |
| Pedagogical or Program Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10.0 | | | | | | | | | | | | | | | | | | | | | |
| 3.37 – 3.49 | 9.5 | | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.36 | 9.0 | | | | | | | | | | | | | | | | | | | | | |
| 3.12 – 3.24 | 8.5 | | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.11 | 8 | | | | | | | | | | | | | | | | | | | | | |
| 2.87 – 2.99 | 7.5 | | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.86 | 7 | | | | | | | | | | | | | | | | | | | | | |
| Indicator 6.2: MEES | (X+Y) ÷2 where <ul style="list-style-type: none">• X = average of Cooperating Teacher Standard 6 MEES scores of all Certification Candidates• Y = average of University Supervisor Standard 6 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table><tr><th colspan="2">Performance Assessments</th></tr><tr><th>Average Range</th><th>Points</th></tr><tr><td>3.50+</td><td>10</td></tr><tr><td>3.25 – 3.49</td><td>9</td></tr><tr><td>3.00 – 3.24</td><td>8</td></tr><tr><td>2.75 – 2.99</td><td>7</td></tr><tr><td>2.50 – 2.74</td><td>6</td></tr><tr><td>2.25 – 2.49</td><td>5</td></tr><tr><td>2.00 – 2.24</td><td>4</td></tr><tr><td>1.75 – 1.99</td><td>3</td></tr></table> | | Performance Assessments | | Average Range | Points | 3.50+ | 10 | 3.25 – 3.49 | 9 | 3.00 – 3.24 | 8 | 2.75 – 2.99 | 7 | 2.50 – 2.74 | 6 | 2.25 – 2.49 | 5 | 2.00 – 2.24 | 4 | 1.75 – 1.99 | 3 |
| Performance Assessments | | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10 | | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 9 | | | | | | | | | | | | | | | | | | | | | |
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| 2.25 – 2.49 | 5 | | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 4 | | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 3 | | | | | | | | | | | | | | | | | | | | | |
| Indicator 6.3: First-Year Teacher Survey | X÷Y where <ul style="list-style-type: none">• X = sum of all Certification Candidate’s mean Standard 6 score (calculated using all First-Year Teacher’s Survey items associated with Standard 6; see Survey Technical Manual for associated items)• Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | | |

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|--|--|---------------------------------------|--|---------------|--------|-------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|
| First-Year Survey | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | |
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| First-Year Teacher’s Principal Survey | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | |

Teacher Program Standard 7: Assessment and Data Analysis

| Description | The teacher understands and uses formative and summative assessment strategies to assess the learner's progress and uses both classroom and standardized assessment data to plan ongoing instruction. The teacher monitors the performance of each student, and devises instruction to enable students to grow and develop, making adequate academic progress. | | | | | | | | | | | | | | | | | | | | |
|--|--|--|--|---------------|--------|-------|------|-------------|-----|-------------|-----|-------------|-----|-------------|---|-------------|-----|-------------|---|-------------|---|
| Business Logic | $((B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> • B = points derived from Pedagogical or Program GPA • C = points derived from the Missouri Educator Evaluation System (MEES) • D = points derived from First-Year Teacher Survey • E = points derived from First-Year Teacher's Principal Survey Scores • X = total points possible • Y = weighted percentage (.10) | | | | | | | | | | | | | | | | | | | | |
| Indicator 7.1: Pedagogical or Program GPA | $X \div Y$ where <ul style="list-style-type: none"> • X = sum of the Pedagogical or Program GPAs of all Certification Candidates • Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
| Special Notes | See Appendix B for list of programs that report Pedagogical GPA and Program GPA | | | | | | | | | | | | | | | | | | | | |
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| Pedagogical or Program Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10.0 | | | | | | | | | | | | | | | | | | | | |
| 3.37 – 3.49 | 9.5 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.36 | 9.0 | | | | | | | | | | | | | | | | | | | | |
| 3.12 – 3.24 | 8.5 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.11 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.87 – 2.99 | 7.5 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.86 | 7 | | | | | | | | | | | | | | | | | | | | |
| Indicator 7.2: MEES | $(X+Y) \div 2$ where <ul style="list-style-type: none"> • X = average of Cooperating Teacher Standard 7 MEES scores of all Certification Candidates • Y = average of University Supervisor Standard 7 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Performance Assessments | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 7 | | | | | | | | | | | | | | | | | | | | |
| 2.50 – 2.74 | 6 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 5 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 4 | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 3 | | | | | | | | | | | | | | | | | | | | |
| Indicator 7.3: First-Year Teacher Survey | $X \div Y$ where <ul style="list-style-type: none"> • X = sum of all Certification Candidate's mean Standard 7 score (calculated using all First-Year Teacher's Survey items associated with Standard 7; see Survey Technical Manual for associated items) • Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |

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|--|--|---------------------------------------|--|---------------|--------|-------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|
| First-Year Survey | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | |
| Indicator 7.4: First-Year Teacher's Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 7 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 7; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| First-Year Teacher's Principal Survey | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | |

Teacher Program Standard 8: Professionalism

| Description | The teacher is a reflective practitioner who continually assesses the effects of choices and actions on others. The teacher actively seeks out opportunities to grow professionally in order to improve learning for all students. | | | | | | | | | | | | | | | | | | |
|--|---|--|--|---------------|--------|-------|------|-------------|-----|-------------|-----|-------------|-----|-------------|---|-------------|-----|-------------|---|
| Business Logic | $((B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> B = points derived from Pedagogical or Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) D = points derived from First-Year Teacher Survey E = points derived from First-Year Teacher's Principal Survey Scores X = total points possible Y = weighted percentage (.10) | | | | | | | | | | | | | | | | | | |
| Indicator 8.1: Pedagogical or Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Pedagogical or Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Special Notes | See Appendix B for list of programs that report Pedagogical GPA and Program GPA | | | | | | | | | | | | | | | | | | |
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| Pedagogical or Program Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10.0 | | | | | | | | | | | | | | | | | | |
| 3.37 – 3.49 | 9.5 | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.36 | 9.0 | | | | | | | | | | | | | | | | | | |
| 3.12 – 3.24 | 8.5 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.11 | 8 | | | | | | | | | | | | | | | | | | |
| 2.87 – 2.99 | 7.5 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.86 | 7 | | | | | | | | | | | | | | | | | | |
| Indicator 8.2: MEES | $(X+Y) \div 2$ where <ul style="list-style-type: none"> X = average of Cooperating Teacher Standard 8 MEES scores of all Certification Candidates Y = average of University Supervisor Standard 8 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | |

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|--|---|---------------------------------------|--|---------------|--------|-------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|---|
| Performance Assessments | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 7 | | | | | | | | | | | | | | | | | | | | |
| 2.50 – 2.74 | 6 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 5 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 4 | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 3 | | | | | | | | | | | | | | | | | | | | |
| Indicator 8.3: First-Year Teacher Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate’s mean Standard 8 score (calculated using all First-Year Teacher’s Survey items associated with Standard 8; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| First-Year Survey | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | | | |
| Indicator 8.4: First-Year Teacher’s Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate’s mean Standard 8 score (calculated using all First-Year Teacher’s Principal Survey items associated with Standard 8; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| First-Year Teacher’s Principal Survey | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | | | |

Teacher Program Standard 9: Professional Collaboration

| Description | The teacher has effective working relationships with students, parents, school colleagues, and community members. | | | | | | | | | | | | | | | | | | | | |
|--|--|--|--|---------------|--------|-------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|---|
| Business Logic | $((B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> • B = points derived from Pedagogical or Program GPA • C = points derived from the Missouri Educator Evaluation System (MEES) • D = points derived from First-Year Teacher Survey • E = points derived from First-Year Teacher's Principal Survey Scores • X = total points possible • Y = weighted percentage (.10) | | | | | | | | | | | | | | | | | | | | |
| Indicator 9.1: Pedagogical or Program GPA | $X \div Y$ where <ul style="list-style-type: none"> • X = sum of the Pedagogical or Program GPAs of all Certification Candidates • Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
| Special Notes | See Appendix B for list of programs that report Pedagogical GPA and Program GPA | | | | | | | | | | | | | | | | | | | | |
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| Pedagogical or Program Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10.0 | | | | | | | | | | | | | | | | | | | | |
| 3.37 – 3.49 | 9.5 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.36 | 9.0 | | | | | | | | | | | | | | | | | | | | |
| 3.12 – 3.24 | 8.5 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.11 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.87 – 2.99 | 7.5 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.86 | 7 | | | | | | | | | | | | | | | | | | | | |
| Indicator 9.2: MEES | $(X+Y) \div 2$ where <ul style="list-style-type: none"> • X = average of Cooperating Teacher Standard 9 MEES scores of all Certification Candidates • Y = average of University Supervisor Standard 9 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Performance Assessments | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.50+ | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 8 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 7 | | | | | | | | | | | | | | | | | | | | |
| 2.50 – 2.74 | 6 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 5 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 4 | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 3 | | | | | | | | | | | | | | | | | | | | |
| Indicator 9.3: First-Year Teacher Survey | $X \div Y$ where <ul style="list-style-type: none"> • X = sum of all Certification Candidate's mean Standard 9 score (calculated using all First-Year Teacher's Survey items associated with Standard 9; see Survey Technical Manual for associated items) • Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| First-Year Survey | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | | | |

| Indicator 9.4: First-Year Teacher's Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 9 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 9; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
|--|--|---------------------------------------|--|---------------|--------|-------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|
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| First-Year Teacher's Principal Survey | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 4.25+ | 5.00 | | | | | | | | | | | | | | | | | | |
| 4.00 – 4.24 | 4.75 | | | | | | | | | | | | | | | | | | |
| 3.75 – 3.99 | 4.50 | | | | | | | | | | | | | | | | | | |
| 3.50 – 3.74 | 4.25 | | | | | | | | | | | | | | | | | | |
| 3.25 – 3.49 | 4.00 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.24 | 3.75 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 3.00 | | | | | | | | | | | | | | | | | | |

Appendix E: Calculating Certification Type Score, School Counselors

Note: The same calculations will be used to calculate scores for Certification Areas, although those will not be used as a basis for an accreditation recommendation.

School Counselor Program Type, Overall Score

| | |
|----------------|---|
| Business Logic | $A+B+C+D+E$ where <ul style="list-style-type: none"> A = points for Standard 1 * .20 B = points for Standard 2 * .20 C = points for Standard 3 * .20 D = points for Standard 4 * .20 E = points for Standard 5 * .20 |
|----------------|---|

School Counselor Program Type Standard 1: Student Development

| Description | The school counselor utilizes his/her skills and knowledge of student development and behavior to promote the mental health and well-being of all students by facilitating their academic, personal/social, and career development. | | | | | | | | | | | | | | | | | | |
|----------------------------|--|---------------------------|--|---------------|--------|---------|----|---------------|-----|---------------|---|---------------|-----|---------------|---|---------------|-----|---------------|---|
| Business Logic | $((A+B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) for School Counselors D = points derived from First-Year Counselor Survey E = points derived from First-Year Counselor's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) | | | | | | | | | | | | | | | | | | |
| Indicator 1.1: MoCA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the highest MoCA scores of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| MoCA | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 250.0 + | 10 | | | | | | | | | | | | | | | | | | |
| 245.0 – 249.9 | 9.5 | | | | | | | | | | | | | | | | | | |
| 240.0 – 244.9 | 9 | | | | | | | | | | | | | | | | | | |
| 235.0 – 239.9 | 8.5 | | | | | | | | | | | | | | | | | | |
| 230.0 – 234.9 | 8 | | | | | | | | | | | | | | | | | | |
| 225.0 – 229.9 | 7.5 | | | | | | | | | | | | | | | | | | |
| 220.0 – 224.9 | 7 | | | | | | | | | | | | | | | | | | |
| Indicator 1.2: Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table border="1"> <thead> <tr> <th colspan="2">Grade Point Average (GPA)</th> </tr> <tr> <th>Average Range</th> <th>Points</th> </tr> </thead> <tbody> <tr> <td>3.60 +</td> <td>10</td> </tr> <tr> <td>3.40 – 3.59</td> <td>9.5</td> </tr> <tr> <td>3.20 – 3.39</td> <td>9</td> </tr> <tr> <td>3.00 – 3.19</td> <td>8.5</td> </tr> <tr> <td>2.75 – 2.99</td> <td>8</td> </tr> </tbody> </table> | Grade Point Average (GPA) | | Average Range | Points | 3.60 + | 10 | 3.40 – 3.59 | 9.5 | 3.20 – 3.39 | 9 | 3.00 – 3.19 | 8.5 | 2.75 – 2.99 | 8 | | | | |
| Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 3.60 + | 10 | | | | | | | | | | | | | | | | | | |
| 3.40 – 3.59 | 9.5 | | | | | | | | | | | | | | | | | | |
| 3.20 – 3.39 | 9 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.19 | 8.5 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 8 | | | | | | | | | | | | | | | | | | |
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|---|--|-------------------------|--|---------------|--------|-----------|----|-------------|---|-------------|---|-------------|---|-------------|---|-------------|---|-------------|---|-------------|---|
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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 2.50 + | 10 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 8 | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 7 | | | | | | | | | | | | | | | | | | | | |
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| 1.25 – 1.49 | 5 | | | | | | | | | | | | | | | | | | | | |
| 1.00 – 1.24 | 4 | | | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | | | | | | | |
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| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | | | | | | | |

School Counselor Program Standard 2: Program Implementation

| | |
|---------------------|--|
| Description | The school counselor collaborates with school and community members to plan, design, implement, evaluate, and enhance the school and districtwide comprehensive school counseling program to advance the academic, personal/social, and career development of all students. |
| Business Logic | $((A+B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) for School Counselors D = points derived from First-Year Counselor Survey E = points derived from First-Year Counselor's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) |
| Indicator 2.1: MoCA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the highest MoCA scores of all Certification Candidates Y = total number of Certification Candidates |

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|---|--|---------------------------|--|---------------|--------|-----------|----|---------------|-----|---------------|---|---------------|-----|---------------|---|---------------|-----|---------------|---|-------------|---|
| MoCA | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 250.0 + | 10 | | | | | | | | | | | | | | | | | | | | |
| 245.0 – 249.9 | 9.5 | | | | | | | | | | | | | | | | | | | | |
| 240.0 – 244.9 | 9 | | | | | | | | | | | | | | | | | | | | |
| 235.0 – 239.9 | 8.5 | | | | | | | | | | | | | | | | | | | | |
| 230.0 – 234.9 | 8 | | | | | | | | | | | | | | | | | | | | |
| 225.0 – 229.9 | 7.5 | | | | | | | | | | | | | | | | | | | | |
| 220.0 – 224.9 | 7 | | | | | | | | | | | | | | | | | | | | |
| Indicator 2.2: Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.60 + | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.40 – 3.59 | 9.5 | | | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 2.50 + | 10 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 8 | | | | | | | | | | | | | | | | | | | | |
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| Indicator 2.4: First-Year Counselor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 2 score (calculated using all First-Year Counselor's Survey items associated with Standard 2; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | | | | | | | |
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| Indicator 2.5: First-Year Counselor's Supervisor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 2 score (calculated using all First-Year Counselor's Supervisor Survey items associated with Standard 2; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |

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| Average Range | Points | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | |

School Counselor Program Standard 3: Professional Relationships

| Description | The school counselor develops collaborative professional relationships throughout the school and community which support the comprehensive school counseling program as well as the overall mission and improvement plans of the school district. | | | | | | | | | | | | | | | | | | |
|----------------------------|--|---------------------------|--|---------------|--------|---------|----|---------------|-----|---------------|---|---------------|-----|---------------|---|---------------|-----|---------------|---|
| Business Logic | $((A+B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) for School Counselors D = points derived from First-Year Counselor Survey E = points derived from First-Year Counselor's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 250.0 + | 10 | | | | | | | | | | | | | | | | | | |
| 245.0 – 249.9 | 9.5 | | | | | | | | | | | | | | | | | | |
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| 230.0 – 234.9 | 8 | | | | | | | | | | | | | | | | | | |
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| Indicator 3.2: Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 3.60 + | 10 | | | | | | | | | | | | | | | | | | |
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| Indicator 3.3: MEES | $(X+Y) \div 2$ where <ul style="list-style-type: none"> X = average of Site Supervisor Standard 3 MEES scores of all Certification Candidates Y = average of University Supervisor Standard 3 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | |

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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 2.50 + | 10 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 8 | | | | | | | | | | | | | | | | | | | | |
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| Indicator 3.4: First-Year Counselor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Counselor's Survey items associated with Standard 3; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | | | | | | | |
| Indicator 3.5: First-Year Counselor's Supervisor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Counselor's Supervisor Survey items associated with Standard 3; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | | | | | | | |

School Counselor Program Standard 4: Leadership and Advocacy

| Description | The school counselor serves as a change agent, demonstrating leadership, vision, collaboration and advocacy for the on-going development of self, students, the comprehensive school counseling program and the school. | | | | | | | | | | | | | | | | | | | | |
|----------------------------|--|---------------------------|--|---------------|--------|---------|----|---------------|-----|---------------|---|---------------|-----|---------------|---|---------------|-----|---------------|---|-------------|---|
| Business Logic | $((A+B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) for School Counselors D = points derived from First-Year Counselor Survey E = points derived from First-Year Counselor's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) | | | | | | | | | | | | | | | | | | | | |
| Indicator 3.1: MoCA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the highest MoCA scores of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| MoCA | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 250.0 + | 10 | | | | | | | | | | | | | | | | | | | | |
| 245.0 – 249.9 | 9.5 | | | | | | | | | | | | | | | | | | | | |
| 240.0 – 244.9 | 9 | | | | | | | | | | | | | | | | | | | | |
| 235.0 – 239.9 | 8.5 | | | | | | | | | | | | | | | | | | | | |
| 230.0 – 234.9 | 8 | | | | | | | | | | | | | | | | | | | | |
| 225.0 – 229.9 | 7.5 | | | | | | | | | | | | | | | | | | | | |
| 220.0 – 224.9 | 7 | | | | | | | | | | | | | | | | | | | | |
| Indicator 4.2: Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.60 + | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.40 – 3.59 | 9.5 | | | | | | | | | | | | | | | | | | | | |
| 3.20 – 3.39 | 9 | | | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.19 | 8.5 | | | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 8 | | | | | | | | | | | | | | | | | | | | |
| Indicator 4.3: MEES | $(X+Y) \div 2$ where <ul style="list-style-type: none"> X = average of Site Supervisor Standard 4 MEES scores of all Certification Candidates Y = average of University Supervisor Standard 3 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Performance Assessments | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 2.50 + | 10 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 8 | | | | | | | | | | | | | | | | | | | | |
| 1.75 – 1.99 | 7 | | | | | | | | | | | | | | | | | | | | |
| 1.50 – 1.74 | 6 | | | | | | | | | | | | | | | | | | | | |
| 1.25 – 1.49 | 5 | | | | | | | | | | | | | | | | | | | | |
| 1.00 – 1.24 | 4 | | | | | | | | | | | | | | | | | | | | |
| 0.00 – 0.99 | 0 | | | | | | | | | | | | | | | | | | | | |

| Indicator 4.4: First-Year Counselor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 4 score (calculated using all First-Year Counselor's Survey items associated with Standard 4; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | |
|---|--|-------------------|--|---------------|--------|-----------|---|-----------|---|-----------|---|-----------|---|
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| First-Year Survey | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | |
| Indicator 4.5: First-Year Counselor's Supervisor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 4 score (calculated using all First-Year Counselor's Supervisor Survey items associated with Standard 4; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | |

School Counselor Program Standard 5: Ethical and Professional Conduct

| Description | The school counselor knows, understands and adheres to current ethical and professional standards and legal requirements. | | | | | | | | | | | | | | | | | | |
|----------------------------|--|------|--|---------------|--------|---------|----|---------------|-----|---------------|---|---------------|-----|---------------|---|---------------|-----|---------------|---|
| Business Logic | $((A+B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) for School Counselors D = points derived from First-Year Counselor Survey E = points derived from First-Year Counselor's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) | | | | | | | | | | | | | | | | | | |
| Indicator 5.1: MoCA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the highest MoCA scores of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| 250.0 + | 10 | | | | | | | | | | | | | | | | | | |
| 245.0 – 249.9 | 9.5 | | | | | | | | | | | | | | | | | | |
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| 225.0 – 229.9 | 7.5 | | | | | | | | | | | | | | | | | | |
| 220.0 – 224.9 | 7 | | | | | | | | | | | | | | | | | | |
| Indicator 5.2: Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |

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|---|--|---------------------------|--|---------------|--------|-----------|----|-------------|-----|-------------|---|-------------|-----|-------------|---|-------------|---|-------------|---|-------------|---|
| Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 3.60 + | 10 | | | | | | | | | | | | | | | | | | | | |
| 3.40 – 3.59 | 9.5 | | | | | | | | | | | | | | | | | | | | |
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| Indicator 5.3: MEES | $(X+Y) \div 2$ where <ul style="list-style-type: none"> X = average of Site Supervisor Standard 5 MEES scores of all Certification Candidates Y = average of University Supervisor Standard 5 MEES scores of all Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Performance Assessments | | | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 2.50 + | 10 | | | | | | | | | | | | | | | | | | | | |
| 2.25 – 2.49 | 9 | | | | | | | | | | | | | | | | | | | | |
| 2.00 – 2.24 | 8 | | | | | | | | | | | | | | | | | | | | |
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| Indicator 5.4: First-Year Counselor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 5 score (calculated using all First-Year Counselor's Survey items associated with Standard 5; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | | | | | | | |
| Indicator 5.5: First-Year Counselor's Supervisor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 5 score (calculated using all First-Year Counselor's Supervisor Survey items associated with Standard 5; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | | | | | | | |

Appendix F: Calculating Certification Type Score, School Leaders

Note: The same calculations will be used to calculate scores for Certification Areas, although those will not be used as a basis for an accreditation recommendation.

School Leader Program Type, Overall Score

| | |
|----------------|---|
| Business Logic | $A+B+C+D+E$ where <ul style="list-style-type: none"> A = points for Standard 1 * .20 B = points for Standard 2 * .20 C = points for Standard 3 * .20 D = points for Standard 4 * .20 E = points for Standard 5 * .20 |
|----------------|---|

School Leader Program Domain 1: Visionary Leadership

| Description | The Principal as the Visionary Leader develops and implements a vision for the school to guide the learning of all students. | | | | | | | | | | | | | | | | | | |
|----------------------------|--|---------------------------|--|---------------|--------|---------|----|---------------|-----|---------------|---|---------------|-----|---------------|---|---------------|-----|---------------|---|
| Business Logic | $((A+B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Professors of Educational Administration Instructional Performance Assessment for Aspiring Building Administrators (MPEA) D = points derived from First-Year Principal Survey E = points derived from First-Year Principal's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) | | | | | | | | | | | | | | | | | | |
| Indicator 1.1: MoCA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the highest MoCA scores of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| MoCA | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 250.0 + | 10 | | | | | | | | | | | | | | | | | | |
| 245.0 – 249.9 | 9.5 | | | | | | | | | | | | | | | | | | |
| 240.0 – 244.9 | 9 | | | | | | | | | | | | | | | | | | |
| 235.0 – 239.9 | 8.5 | | | | | | | | | | | | | | | | | | |
| 230.0 – 234.9 | 8 | | | | | | | | | | | | | | | | | | |
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| 220.0 – 224.9 | 7 | | | | | | | | | | | | | | | | | | |
| Indicator 1.2: Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 3.60 + | 10 | | | | | | | | | | | | | | | | | | |
| 3.40 – 3.59 | 9.5 | | | | | | | | | | | | | | | | | | |
| 3.20 – 3.39 | 9 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.19 | 8.5 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 8 | | | | | | | | | | | | | | | | | | |
| Indicator 1.3: MPEA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the MPEA scores for all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |

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|---|--|-------------------------|--|---------------|--------|-----------|----|---------------|---|---------------|---|---------------|---|---------------|---|
| Performance Assessments | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | |
| 14.00 + | 10 | | | | | | | | | | | | | | |
| 13.00 – 13.99 | 9 | | | | | | | | | | | | | | |
| 12.00 – 12.99 | 8 | | | | | | | | | | | | | | |
| 11.00 – 11.99 | 7 | | | | | | | | | | | | | | |
| 10.00 – 10.99 | 6 | | | | | | | | | | | | | | |
| Indicator 1.4: First-Year Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 1 score (calculated using all First-Year Principal Survey items associated with Standard 1; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | |
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| First-Year Survey | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | |
| Indicator 1.5: First-Year Principal's Supervisor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 1 score (calculated using all First-Year Principal's Supervisor Survey items associated with Standard 1; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | |

School Leader Program Domain 2: Instructional Leadership

| | |
|---------------------|---|
| Description | The Principal as the Instructional Leader ensures a guaranteed and viable curriculum, guarantees effective instructional practice, coordinates the use of effective assessments and promotes professional learning. |
| Business Logic | $((A+B+C+D+E) \div X) \times 100 \times Y$ where A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Professors of Educational Administration Instructional Performance Assessment for Aspiring Building Administrators (MPEA) D = points derived from First-Year Principal Survey E = points derived from First-Year Principal's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) |
| Indicator 2.1: MoCA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the highest MoCA scores of all Certification Candidates Y = total number of Certification Candidates |

| Scoring Guide | <table> <tr><th colspan="2">MoCA</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr><td>250.0 +</td><td>10</td></tr> <tr><td>245.0 – 249.9</td><td>9.5</td></tr> <tr><td>240.0 – 244.9</td><td>9</td></tr> <tr><td>235.0 – 239.9</td><td>8.5</td></tr> <tr><td>230.0 – 234.9</td><td>8</td></tr> <tr><td>225.0 – 229.9</td><td>7.5</td></tr> <tr><td>220.0 – 224.9</td><td>7</td></tr> </table> | MoCA | | Average Range | Points | 250.0 + | 10 | 245.0 – 249.9 | 9.5 | 240.0 – 244.9 | 9 | 235.0 – 239.9 | 8.5 | 230.0 – 234.9 | 8 | 225.0 – 229.9 | 7.5 | 220.0 – 224.9 | 7 |
|---|--|---------------------------|--|---------------|--------|-----------|----|---------------|-----|---------------|---|---------------|-----|---------------|---|---------------|-----|---------------|---|
| MoCA | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 250.0 + | 10 | | | | | | | | | | | | | | | | | | |
| 245.0 – 249.9 | 9.5 | | | | | | | | | | | | | | | | | | |
| 240.0 – 244.9 | 9 | | | | | | | | | | | | | | | | | | |
| 235.0 – 239.9 | 8.5 | | | | | | | | | | | | | | | | | | |
| 230.0 – 234.9 | 8 | | | | | | | | | | | | | | | | | | |
| 225.0 – 229.9 | 7.5 | | | | | | | | | | | | | | | | | | |
| 220.0 – 224.9 | 7 | | | | | | | | | | | | | | | | | | |
| Indicator 2.2: Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 3.60 + | 10 | | | | | | | | | | | | | | | | | | |
| 3.40 – 3.59 | 9.5 | | | | | | | | | | | | | | | | | | |
| 3.20 – 3.39 | 9 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.19 | 8.5 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 8 | | | | | | | | | | | | | | | | | | |
| Indicator 2.3: MPEA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the MPEA scores for all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| Performance Assessments | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 14.00 + | 10 | | | | | | | | | | | | | | | | | | |
| 13.00 – 13.99 | 9 | | | | | | | | | | | | | | | | | | |
| 12.00 – 12.99 | 8 | | | | | | | | | | | | | | | | | | |
| 11.00 – 11.99 | 7 | | | | | | | | | | | | | | | | | | |
| 10.00 – 10.99 | 6 | | | | | | | | | | | | | | | | | | |
| Indicator 2.4: First-Year Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 2 score (calculated using all First-Year Principal Survey items associated with Standard 2; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | | | | | |
| Indicator 2.5: First-Year Principal's Supervisor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 2 score (calculated using all First-Year Principal's Supervisor Survey items associated with Standard 2; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |

| | | |
|---------------|--------------------------|---------------|
| Scoring Guide | First-Year Survey | |
| | Average Range | Points |
| | 4.0 – 5.0 | 5 |
| | 3.0 – 3.9 | 4 |
| | 2.0 – 2.9 | 3 |
| | 0.0 – 1.9 | 0 |

School Leader Program Domain 3: Managerial Leadership

| Description | The Principal as the Managerial Leader implements operational systems, oversees personnel and ensures the equitable and strategic use of resources. | | | | | | | | | | | | | | | | | | |
|----------------------------|--|---------------------------|--|---------------|--------|---------|----|---------------|-----|---------------|---|---------------|-----|---------------|---|---------------|-----|---------------|---|
| Business Logic | $((A+B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Professors of Educational Administration Instructional Performance Assessment for Aspiring Building Administrators (MPEA) D = points derived from First-Year Principal Survey E = points derived from First-Year Principal's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) | | | | | | | | | | | | | | | | | | |
| Indicator 3.1: MoCA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the highest MoCA scores of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
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| MoCA | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 250.0 + | 10 | | | | | | | | | | | | | | | | | | |
| 245.0 – 249.9 | 9.5 | | | | | | | | | | | | | | | | | | |
| 240.0 – 244.9 | 9 | | | | | | | | | | | | | | | | | | |
| 235.0 – 239.9 | 8.5 | | | | | | | | | | | | | | | | | | |
| 230.0 – 234.9 | 8 | | | | | | | | | | | | | | | | | | |
| 225.0 – 229.9 | 7.5 | | | | | | | | | | | | | | | | | | |
| 220.0 – 224.9 | 7 | | | | | | | | | | | | | | | | | | |
| Indicator 3.2: Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table border="1"> <thead> <tr> <th colspan="2">Grade Point Average (GPA)</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> </thead> <tbody> <tr> <td>3.60 +</td><td>10</td></tr> <tr> <td>3.40 – 3.59</td><td>9.5</td></tr> <tr> <td>3.20 – 3.39</td><td>9</td></tr> <tr> <td>3.00 – 3.19</td><td>8.5</td></tr> <tr> <td>2.75 – 2.99</td><td>8</td></tr> </tbody> </table> | Grade Point Average (GPA) | | Average Range | Points | 3.60 + | 10 | 3.40 – 3.59 | 9.5 | 3.20 – 3.39 | 9 | 3.00 – 3.19 | 8.5 | 2.75 – 2.99 | 8 | | | | |
| Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 3.60 + | 10 | | | | | | | | | | | | | | | | | | |
| 3.40 – 3.59 | 9.5 | | | | | | | | | | | | | | | | | | |
| 3.20 – 3.39 | 9 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.19 | 8.5 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 8 | | | | | | | | | | | | | | | | | | |
| Indicator 3.3: MPEA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the MPEA scores for all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |

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|---|--|-------------------------|--|---------------|--------|-----------|----|---------------|---|---------------|---|---------------|---|---------------|---|
| Performance Assessments | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | |
| 14.00 + | 10 | | | | | | | | | | | | | | |
| 13.00 – 13.99 | 9 | | | | | | | | | | | | | | |
| 12.00 – 12.99 | 8 | | | | | | | | | | | | | | |
| 11.00 – 11.99 | 7 | | | | | | | | | | | | | | |
| 10.00 – 10.99 | 6 | | | | | | | | | | | | | | |
| Indicator 3.4: First-Year Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Principal Survey items associated with Standard 3; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | |
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| First-Year Survey | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | |
| Indicator 3.5: First-Year Principal's Supervisor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Principal's Supervisor Survey items associated with Standard 3; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | |
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| First-Year Survey | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | |

School Leader Program Domain 4: Relational Leadership

| | |
|---------------------|--|
| Description | The Principal as the Relational Leader interacts professional with students, staff, family, and community. |
| Business Logic | $((A+B+C+D+E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none"> A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Professors of Educational Administration Instructional Performance Assessment for Aspiring Building Administrators (MPEA) D = points derived from First-Year Principal Survey E = points derived from First-Year Principal's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) |
| Indicator 4.1: MoCA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the highest MoCA scores of all Certification Candidates Y = total number of Certification Candidates |

| Scoring Guide | <table> <tr> <th colspan="2">MoCA</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr> <td>250.0 +</td><td>10</td></tr> <tr> <td>245.0 – 249.9</td><td>9.5</td></tr> <tr> <td>240.0 – 244.9</td><td>9</td></tr> <tr> <td>235.0 – 239.9</td><td>8.5</td></tr> <tr> <td>230.0 – 234.9</td><td>8</td></tr> <tr> <td>225.0 – 229.9</td><td>7.5</td></tr> <tr> <td>220.0 – 224.9</td><td>7</td></tr> </table> | MoCA | | Average Range | Points | 250.0 + | 10 | 245.0 – 249.9 | 9.5 | 240.0 – 244.9 | 9 | 235.0 – 239.9 | 8.5 | 230.0 – 234.9 | 8 | 225.0 – 229.9 | 7.5 | 220.0 – 224.9 | 7 |
|---|--|---------------------------|--|---------------|--------|-----------|----|---------------|-----|---------------|---|---------------|-----|---------------|---|---------------|-----|---------------|---|
| MoCA | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 250.0 + | 10 | | | | | | | | | | | | | | | | | | |
| 245.0 – 249.9 | 9.5 | | | | | | | | | | | | | | | | | | |
| 240.0 – 244.9 | 9 | | | | | | | | | | | | | | | | | | |
| 235.0 – 239.9 | 8.5 | | | | | | | | | | | | | | | | | | |
| 230.0 – 234.9 | 8 | | | | | | | | | | | | | | | | | | |
| 225.0 – 229.9 | 7.5 | | | | | | | | | | | | | | | | | | |
| 220.0 – 224.9 | 7 | | | | | | | | | | | | | | | | | | |
| Indicator 4.2: Program GPA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the Program GPAs of all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table> <tr> <th colspan="2">Grade Point Average (GPA)</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr> <td>3.60 +</td><td>10</td></tr> <tr> <td>3.40 – 3.59</td><td>9.5</td></tr> <tr> <td>3.20 – 3.39</td><td>9</td></tr> <tr> <td>3.00 – 3.19</td><td>8.5</td></tr> <tr> <td>2.75 – 2.99</td><td>8</td></tr> </table> | Grade Point Average (GPA) | | Average Range | Points | 3.60 + | 10 | 3.40 – 3.59 | 9.5 | 3.20 – 3.39 | 9 | 3.00 – 3.19 | 8.5 | 2.75 – 2.99 | 8 | | | | |
| Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 3.60 + | 10 | | | | | | | | | | | | | | | | | | |
| 3.40 – 3.59 | 9.5 | | | | | | | | | | | | | | | | | | |
| 3.20 – 3.39 | 9 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.19 | 8.5 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 8 | | | | | | | | | | | | | | | | | | |
| Indicator 4.3: MPEA | $X \div Y$ where <ul style="list-style-type: none"> X = sum of the MPEA scores for all Certification Candidates Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table> <tr> <th colspan="2">Performance Assessments</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr> <td>14.00 +</td><td>10</td></tr> <tr> <td>13.00 – 13.99</td><td>9</td></tr> <tr> <td>12.00 – 12.99</td><td>8</td></tr> <tr> <td>11.00 – 11.99</td><td>7</td></tr> <tr> <td>10.00 – 10.99</td><td>6</td></tr> </table> | Performance Assessments | | Average Range | Points | 14.00 + | 10 | 13.00 – 13.99 | 9 | 12.00 – 12.99 | 8 | 11.00 – 11.99 | 7 | 10.00 – 10.99 | 6 | | | | |
| Performance Assessments | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 14.00 + | 10 | | | | | | | | | | | | | | | | | | |
| 13.00 – 13.99 | 9 | | | | | | | | | | | | | | | | | | |
| 12.00 – 12.99 | 8 | | | | | | | | | | | | | | | | | | |
| 11.00 – 11.99 | 7 | | | | | | | | | | | | | | | | | | |
| 10.00 – 10.99 | 6 | | | | | | | | | | | | | | | | | | |
| Indicator 4.4: First-Year Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 4 score (calculated using all First-Year Principal Survey items associated with Standard 4; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table> <tr> <th colspan="2">First-Year Survey</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr> <td>4.0 – 5.0</td><td>5</td></tr> <tr> <td>3.0 – 3.9</td><td>4</td></tr> <tr> <td>2.0 – 2.9</td><td>3</td></tr> <tr> <td>0.0 – 1.9</td><td>0</td></tr> </table> | First-Year Survey | | Average Range | Points | 4.0 – 5.0 | 5 | 3.0 – 3.9 | 4 | 2.0 – 2.9 | 3 | 0.0 – 1.9 | 0 | | | | | | |
| First-Year Survey | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | | | | | |
| Indicator 4.5: First-Year Principal's Supervisor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 4 score (calculated using all First-Year Principal's Supervisor Survey items associated with Standard 4; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |

| | | |
|---------------|--------------------------|---------------|
| Scoring Guide | First-Year Survey | |
| | Average Range | Points |
| | 4.0 – 5.0 | 5 |
| | 3.0 – 3.9 | 4 |
| | 2.0 – 2.9 | 3 |
| | 0.0 – 1.9 | 0 |

School Leader Program Domain 5: Innovative Leadership

| Description | The Principal as the Innovative Leader continues professional growth, actively engages in reflective practice, and applies new knowledge and understanding to drive appropriate change. | | | | | | | | | | | | | | | | | | |
|----------------------------|--|---------------------------|--|---------------|--------|---------|----|---------------|-----|---------------|---|---------------|-----|---------------|---|---------------|-----|---------------|---|
| Business Logic | $((A+B+C+D=E) \div X) \times 100 \times Y$ where <ul style="list-style-type: none">• A = points derived from the Missouri Content Assessment (MoCA)• B = points derived from Program GPA• C = points derived from the Missouri Professors of Educational Administration Instructional Performance Assessment for Aspiring Building Administrators (MPEA)• D = points derived from First-Year Principal Survey• E = points derived from First-Year Principal’s Supervisor Survey Scores• X = total points possible• Y = weighted percentage (.20) | | | | | | | | | | | | | | | | | | |
| Indicator 5.1: MoCA | $X \div Y$ where <ul style="list-style-type: none">• X = sum of the highest MoCA scores of all Certification Candidates• Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table><tr><th colspan="2">MoCA</th></tr><tr><th>Average Range</th><th>Points</th></tr><tr><td>250.0 +</td><td>10</td></tr><tr><td>245.0 – 249.9</td><td>9.5</td></tr><tr><td>240.0 – 244.9</td><td>9</td></tr><tr><td>235.0 – 239.9</td><td>8.5</td></tr><tr><td>230.0 – 234.9</td><td>8</td></tr><tr><td>225.0 – 229.9</td><td>7.5</td></tr><tr><td>220.0 – 224.9</td><td>7</td></tr></table> | MoCA | | Average Range | Points | 250.0 + | 10 | 245.0 – 249.9 | 9.5 | 240.0 – 244.9 | 9 | 235.0 – 239.9 | 8.5 | 230.0 – 234.9 | 8 | 225.0 – 229.9 | 7.5 | 220.0 – 224.9 | 7 |
| MoCA | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 250.0 + | 10 | | | | | | | | | | | | | | | | | | |
| 245.0 – 249.9 | 9.5 | | | | | | | | | | | | | | | | | | |
| 240.0 – 244.9 | 9 | | | | | | | | | | | | | | | | | | |
| 235.0 – 239.9 | 8.5 | | | | | | | | | | | | | | | | | | |
| 230.0 – 234.9 | 8 | | | | | | | | | | | | | | | | | | |
| 225.0 – 229.9 | 7.5 | | | | | | | | | | | | | | | | | | |
| 220.0 – 224.9 | 7 | | | | | | | | | | | | | | | | | | |
| Indicator 5.2: Program GPA | $X \div Y$ where <ul style="list-style-type: none">• X = sum of the Program GPAs of all Certification Candidates• Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |
| Scoring Guide | <table><tr><th colspan="2">Grade Point Average (GPA)</th></tr><tr><th>Average Range</th><th>Points</th></tr><tr><td>3.60 +</td><td>10</td></tr><tr><td>3.40 – 3.59</td><td>9.5</td></tr><tr><td>3.20 – 3.39</td><td>9</td></tr><tr><td>3.00 – 3.19</td><td>8.5</td></tr><tr><td>2.75 – 2.99</td><td>8</td></tr></table> | Grade Point Average (GPA) | | Average Range | Points | 3.60 + | 10 | 3.40 – 3.59 | 9.5 | 3.20 – 3.39 | 9 | 3.00 – 3.19 | 8.5 | 2.75 – 2.99 | 8 | | | | |
| Grade Point Average (GPA) | | | | | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | | | | | |
| 3.60 + | 10 | | | | | | | | | | | | | | | | | | |
| 3.40 – 3.59 | 9.5 | | | | | | | | | | | | | | | | | | |
| 3.20 – 3.39 | 9 | | | | | | | | | | | | | | | | | | |
| 3.00 – 3.19 | 8.5 | | | | | | | | | | | | | | | | | | |
| 2.75 – 2.99 | 8 | | | | | | | | | | | | | | | | | | |
| Indicator 5.3: MPEA | $X \div Y$ where <ul style="list-style-type: none">• X = sum of the MPEA scores for all Certification Candidates• Y = total number of Certification Candidates | | | | | | | | | | | | | | | | | | |

| Scoring Guide | <table> <tr> <th colspan="2">Performance Assessments</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr> <td>14.00 +</td><td>10</td></tr> <tr> <td>13.00 – 13.99</td><td>9</td></tr> <tr> <td>12.00 – 12.99</td><td>8</td></tr> <tr> <td>11.00 – 11.99</td><td>7</td></tr> <tr> <td>10.00 – 10.99</td><td>6</td></tr> </table> | Performance Assessments | | Average Range | Points | 14.00 + | 10 | 13.00 – 13.99 | 9 | 12.00 – 12.99 | 8 | 11.00 – 11.99 | 7 | 10.00 – 10.99 | 6 |
|---|--|-------------------------|--|---------------|--------|-----------|----|---------------|---|---------------|---|---------------|---|---------------|---|
| Performance Assessments | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | |
| 14.00 + | 10 | | | | | | | | | | | | | | |
| 13.00 – 13.99 | 9 | | | | | | | | | | | | | | |
| 12.00 – 12.99 | 8 | | | | | | | | | | | | | | |
| 11.00 – 11.99 | 7 | | | | | | | | | | | | | | |
| 10.00 – 10.99 | 6 | | | | | | | | | | | | | | |
| Indicator 5.4: First-Year Principal Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 5 score (calculated using all First-Year Principal Survey items associated with Standard 5; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | |
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| First-Year Survey | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | |
| Indicator 5.5: First-Year Principal's Supervisor Survey | $X \div Y$ where <ul style="list-style-type: none"> X = sum of all Certification Candidate's mean Standard 5 score (calculated using all First-Year Principal's Supervisor Survey items associated with Standard 5; see Survey Technical Manual for associated items) Y = total number of Certification Candidates | | | | | | | | | | | | | | |
| Scoring Guide | <table> <tr> <th colspan="2">First-Year Survey</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> <tr> <td>4.0 – 5.0</td><td>5</td></tr> <tr> <td>3.0 – 3.9</td><td>4</td></tr> <tr> <td>2.0 – 2.9</td><td>3</td></tr> <tr> <td>0.0 – 1.9</td><td>0</td></tr> </table> | First-Year Survey | | Average Range | Points | 4.0 – 5.0 | 5 | 3.0 – 3.9 | 4 | 2.0 – 2.9 | 3 | 0.0 – 1.9 | 0 | | |
| First-Year Survey | | | | | | | | | | | | | | | |
| Average Range | Points | | | | | | | | | | | | | | |
| 4.0 – 5.0 | 5 | | | | | | | | | | | | | | |
| 3.0 – 3.9 | 4 | | | | | | | | | | | | | | |
| 2.0 – 2.9 | 3 | | | | | | | | | | | | | | |
| 0.0 – 1.9 | 0 | | | | | | | | | | | | | | |